

# NSCN EQUITY, DIVERSITY, INCLUSION & BELONGING FRAMEWORK

NSCN has committed to integrating equity, diversity, inclusion and belonging (EDIB) throughout our work. As we deepen our understanding of EDIB at the core of our service and values, we lay the foundation for an organization that aspires to accurately represent the communities we serve.

The framework provides staff with the resources, tools and supports to identify and address systemic barriers in order to build a equitable, diverse and inclusive workforce. In addition, it provides the means to integrate EDIB values and practices into existing organizational processes and experience progress and results that are visible individually, within service areas and throughout NSCN.

## **Background**

The EDIB Framework is founded on NSCN's strategic plan and strategic priorities which reflect our commitment to regulate the nursing profession in the best interest of all Nova Scotia's citizens in a manner that is respectful, inclusive and fosters active contribution by all members of our communities.

To effectively support the need of the broadest segment of the province possible and attract and retain diverse employees, NSCN must:

- Look at how it includes the perspectives of the community and its own employees and eliminate barriers and structures that contribute to systemic discrimination and
- Look at how it can build a workforce that supports equity, diversity and inclusiveness within our organization and throughout the community

Review of current best practice in the area of diversity and inclusion identifies essential common elements for achieving sustainable EDIB practices within an organization:

## Macro Level

POLICY REVIEW & DEVELOPMENT	MEASUREMENT & EVALUATION	INFORMED & COMMITTED LEADERSHIP	COMPREHENSIVE SCOPE
<ul style="list-style-type: none"> <li>• Policy and administrative directives provide a framework for delegating decision making, reduces misunderstanding and uncertainties and serves as a basis for directing all employees toward achievement of the organization’s goals</li> <li>• The way policy is developed as is important as what it yields</li> </ul>	<ul style="list-style-type: none"> <li>• Measurement and evaluation are instruments for knowledge building and future planning</li> <li>• Activity: a measurement framework supports the way we evaluate the effectiveness and ability to achieve the identified goal</li> <li>• Tool: performance measurement process and content</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership is committed to organizational change, ensuring respect and credibility for the initiative by continually articulating the vision, being visible spokespersons and leading through example</li> </ul>	<ul style="list-style-type: none"> <li>• Strategies are integrated and multidisciplinary, and address organizational systems, policies, practices, programs and services</li> <li>• Activity: a EDIB lens supports changes in the way we work and provides services to the community</li> <li>• Tool: EDIB lens</li> </ul>



## Micro Level

SHARED RESPONSIBILITY & INDIVIDUAL ACCOUNTABILITY	EDUCATION & TRAINING	INTEGRATED INTO ORGANIZATIONAL PLANS	DEDICATED RESOURCES
<ul style="list-style-type: none"> <li>Everyone has a responsibility for the success in achieving diversity and inclusion goals and individuals are evaluated on their performance related to these goals</li> </ul>	<ul style="list-style-type: none"> <li>Education and training is designed to meet the specific needs of each service area and are designed to address behavioural change</li> <li>Activity: a measurement framework supports the way we evaluate the effectiveness and ability to achieve the identified goal</li> <li>Tool: performance measurement process and content</li> </ul>	<ul style="list-style-type: none"> <li>Service areas identify links between organizational objectives and relevant diversity issues to ensure effective and sustainable strategy development and action plans</li> </ul>	<ul style="list-style-type: none"> <li>Both financial and human resources are allocated to sustain the strategies and programs. Leadership and staff are dedicated to moving the process forward</li> </ul>



# NSCN EQUITY, DIVERSITY, INCLUSION & BELONGING FRAMEWORK

The first steps in creating the EDIB Framework is to define equity, diversity, inclusion and belonging, create a vision of what NSCN plans to accomplish and articulate values to guide achieving this vision.

**EQUITY:** NSCN defines equity as working toward fair outcomes for people or groups by treating them in ways that address their disadvantages or barriers.

**DIVERSITY:** NSCN defines diversity as the range of human difference. Each person has layers of diversity which make his/her perspective unique.

**INCLUSION:** NSCN defines inclusion as eliminating barriers, supporting participation, valuing human differences and fostering an environment of inclusiveness through incorporating those differences into all we do.

**BELONGING:** NSCN defines belonging as knowing you are an integral part of a community, feeling safe within that community and being recognized as an individual.

*“Diversity is being invited to the party. Inclusion is being asked to dance.” ~Verna Myers*

**Purpose:** To integrate EDIB values and practices into existing organizational processes and enable progress and results to be measured departmentally and organizationally.

**Vision:** OUR IDEAL FUTURE STATE: To have a respectful and supportive workplace which leverages our own diversity to create programs and services which meet the diverse needs of those we serve and enable their active inclusion throughout their community. We seek an innovative organization that prioritizes effective, transparent and accountable regulation and is instrumental in maintaining the public’s trust and confidence.

**Values:** How we will conduct ourselves to achieve our vision

## **We value diversity by:**

- Accepting, respecting and valuing individual differences
- Leveraging the diverse backgrounds and experiences of our staff, stakeholders and community members

## **We value inclusion by:**

- Identifying, addressing and removing barriers in processes, policies, plans, practices, programs and services
- Facilitating opportunities that result in effective and meaningful participation
- Creating ideas and solutions built upon a range of perspectives that are free from systemic discrimination and/or racism

## **We value a diverse and inclusive workplace culture in which....**

- People are treated with dignity, respect and fairness
- Harassment and discrimination are not tolerated
- Individuals are encouraged to take action and be creative when resolving problems
- Self-awareness and personal accountability are expected
- Barriers to diversity and inclusion are identified and removed and positive action supports are implemented to ensure equitable treatment of all individuals

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## Framework Goals

### Phase 1: Internal



### Phase 2: Internal/External



## Phase 1

<p><b>1</b></p> <p><b>Safe, Respectful and Inclusive Work Environment</b></p>	<ul style="list-style-type: none"> <li>• Establish advisory team of staff who want to champion work</li> <li>• Establish a safe space; one accepting of errors and humility</li> <li>• Understanding of where we are coming from and where we need to go</li> </ul>
<p><b>2</b></p> <p><b>Meaningful Partnerships</b></p>	<ul style="list-style-type: none"> <li>• Sourcing experts within the community to educate staff which will help build partnerships with members of the communities we are trying to reach</li> <li>• We will rely on the expertise of external groups/community members to develop meaningful partnerships that can support the journey</li> </ul>
<p><b>3</b></p> <p><b>Equitable Employment</b></p>	<ul style="list-style-type: none"> <li>• Review development and retention practices to ensure barriers to employment are identified and addressed</li> <li>• Develop/review staff policies, procedures to ensure alignment with EDIB practices</li> <li>• Implement education and training plan for employees</li> </ul>
<p><b>4</b></p> <p><b>Accessible Information and Communication</b></p>	<ul style="list-style-type: none"> <li>• Review of internal communication: does all we communicate exemplify, demonstrate and embody our diversity &amp; inclusion values</li> <li>• Develop communication plan to increase employee awareness and reinforce importance of EDIB framework/strategy</li> </ul>